

Hamilton County Department of Education – Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
Summary Description	<i>Describe how the district will differentiate for this element. Include the criteria for receiving the award. (NOTE: All activities and compensation are subject to the availability of funding...)</i>	<i>Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?</i>	<i>How many teachers are eligible for this type of compensation? How many teachers do you estimate will receive the award?</i>	<i>How much does the district estimate it will pay out for this diff pay element?</i>	<i>What % of salary expenditures (excluding benefits) does this element cover?</i>
Performance	1. Teachers in our Innovation Zone (I-Zone) schools are eligible for performance and retention bonus(es) on an annual basis. [Appendix A]	1. Compensation will be in the form of a bonus, paid out during the subsequent school year. The award amount will differ depending on each receiving teacher's content area and grade level. [Appendix A]	1. All teachers are eligible to apply for I-Zone school positions. Currently, there are 228 teachers in these schools. Received by approximately 30, beginning in 2013-14.	\$601,849 SAL 99,486 BEN \$701,355 TOT	.3591%
	2. Teachers in our Teacher Incentive Fund (TIF) schools are eligible for annual performance and retention bonus(es). [Appendix B]	2. Same as above. [Appendix B]	2. Same as above. There are currently 628 teachers in our TIF schools. Received by approximately 70.	\$417,750 SAL 70,558 BEN \$488,308 TOT	.2492%
	3. All certificated staff who work a minimum of 120 days in a state-recognized Reward School will receive \$125 for a growth award and \$125 for an achievement award.	3. Compensation will be paid out during the subsequent school year in the form of a bonus.	3. All teachers in the district are eligible. Reward schools for growth / achievement are determined annually by the SDOE. Received by approximately 550.	\$70,000 SAL 11,823 BEN \$81,823 TOT	.0418%
Hard-to-Staff (School, Subject, or Placement)	1. Teachers selected in one of our five I-Zone schools have an opportunity for signing and retention bonus(es) based on verified teacher performance data.	1. Compensation will be in the form of a signing / retention bonus, paid in two installments. [Appendix A]	1. All teachers in the district are eligible to apply for vacancies within our I-Zone schools. Received by approximately 20.	\$73,000 SAL 12,067 BEN \$85,067 TOT	.0436%
Additional Instructional Roles or Responsibilities	1. The district will compensate all certificated instructors serving as Grade Level Chairpersons (Elementary), Team Leaders (Middle School), and Department Chairpersons (High School).	1. The compensation will be at a rate of \$15 per month, per instructor within the Chairperson's or Team Leader's responsibility - for a total of \$150 yearly per teacher in their department. This supplement will be paid twice annually, at the end of each semester.	1. All certificated employees are eligible. School principals are responsible for the selection of Team Leaders and Chairpersons. Received by approximately 545.	\$215,462 SAL 36,392 BEN \$251,854 TOT	.0125%
	2. The district will compensate all certificated instructors serving as their school-based Technology Contact (TC).	2. The designated school-based TC will be compensated at a rate of \$15 per certificated employee per school. This supplement will be paid twice yearly - at the end of each semester. [Appendix C]	2. All certificated employees are eligible. School principals are responsible for the selection of the TC within their school. Received by approx 77.	\$50,977 SAL 8,611 BEN \$59,588 TOT	.0304%
	3. The district agrees to pay a stipend to teachers for attendance at selected PD activities outside the normal school day and / or calendar.	3. Compensation – at a minimum of \$10 hourly – will be paid as a bonus upon verification of attendance. [Appendix C]	3. All certificated employees are eligible. Received by approx 750.	\$62,138 SAL 10,495 BEN \$72,633 TOT	.0371%
	4. As part of our "Project Inspire" math and science residency program, the district will compensate each Clinical Instructor for their additional work with their assigned resident(s) and for completion of five additional summer in-service dates.	4. Clinical Instructors will be compensated \$4,000 annually for one resident, and \$6,000 if they are assigned two residents. This will be paid as a supplemental bonus, twice yearly - at the end of each semester.	4. All certificated employees are eligible. Available position(s) are posted district-wide and are one-year-only placements. Received by up to twelve emps.	\$24,000 SAL 4,054 BEN \$28,054 TOT	.0143%

Additional Instructional Roles or Responsibilities (continued...)	5. Lead Literacy and Lead Math Instructors will be assigned to all elementary and I-Zone schools. These teachers work an extended calendar which includes ten additional days.	5. Lead Teachers will be paid their regular daily rate of pay for each of the additional ten days worked. [Appendix C]	5. All certificated employees are eligible. Available position(s) are posted district-wide. Received by approx 55.	\$139,703 SAL 23,596 BEN \$163,299 TOT	.0833%
	6. Lead Teachers - selected by the Exceptional Education Department - assist district-wide in instructional modification and procedural compliance. These teachers work an extended calendar of up to forty additional days.	6. Same as above. [Appendix C]	6. Same as above. Received by approx 12.	\$106,330 SAL 17,959 BEN \$124,289 TOT	.0634%
Education [Appendix D: proposed 2014-15 Salary Scale]	1. As opposed to pre-approved reimbursement for an advanced degree beyond a Master's, after which an employee could leave the district, HCDE has determined that compensation at the base pay level will better ensure retention of our valued and high-performing certified instructional staff.	1. Compensation for advanced degrees beyond a Master's will be included in the base pay for teachers, with increases for the following: Master's + 30, Ed.S., and Ph.D. Qualifying teacher receive between \$1,000 - \$3,000 additional base pay.	1. All certificated employees are eligible. Received by approx 2,200.	\$680,000 SAL 114,852 BEN \$794,852 TOT	.4057%
Experience	1. Beginning after the third year of experience, the district will award step increases for each year of experience. See attached salary schedule for specific step amounts.	1. Each teacher will earn a yearly step increase for years of experience. This is a base-pay increase.	1. All certificated employees at steps 3-17, 19, and 25 are eligible. Received by approximately 2,000.	\$2,995,669SAL 505,969BEN \$3,501,638TOT	1.7873%
	2. The district will differentiate the pay of administrators based on their years of experience as an administrator - up to 15 years - in the Hamilton County Department of Education.	2. A first-year administrator will receive \$750 added to their base pay prior to the administrative index being applied. This amount subsequently increases by \$250 yearly (up to 15 years), provided that the employee remains an HCDE administrator.	2. All administrators are eligible. Received by approximately 95.	\$391,250 SAL 66,082 BEN \$457,332 TOT	.2334%
Other	1. In an effort to encourage teachers to complete the rigorous evaluation process to become a National Board Certified Teacher, HCDE will pay a yearly bonus of \$4,000 to National Board Certified Teachers.	1. Compensation will be given as a bonus in two separate \$2,000 installments, paid at the end of each semester.	1. All teachers in content areas recognized by the National Board are eligible. Received by approximately 45.	\$180,000 SAL 30,402 BEN \$135,592 TOT	.1074%
	2. In an effort to increase teacher attendance and thereby improve student achievement, the district agrees to pay up to \$30 per unused accrued sick leave day at the time of an employee's retirement.	2. This compensation is paid out in the form of a bonus, after an eligible employee's retirement. The teacher will receive \$20 to \$30 per unused day, depending upon date of retirement notification.	2. All employees eligible at retirement age / service time are eligible. Received by approx 75.	\$52,000 % BENEFITS ARE NOT PAID ON LEAVE PAYOUTS	.0310%
	3. District administrators are compensated based on their school size and grade-level(s). Differentiation of schools is noted as follows: <u>Class I School</u> (0-400 students) <u>Class II School</u> (401+ students) <u>Type I</u> (Elementary) <u>Type II</u> (Middle School) <u>Type III</u> (High School / Voc. Center)	3. Compensation is indexed and added to base salary. It is dependent upon school assignment and enrollment on a yearly basis.	3. All school-based administrators are eligible for this differentiation. Received by approximately 155.	\$3,936,852SAL 664,934BEN \$4,601,786TOT	2.3488%
	4. Teachers leading extra-curricular activities will be paid a supplement for their additional time spent working with students. [Appendix E]	4. Compensation is calculated as a percentage of the employee's base salary, and is dependent on which extra-curricular activity is being led. Payment is made in ten equal monthly installments, from September through June, annually.	4. All certificated employees are eligible. Received by approx 435.	\$2,158,147 SAL 364,511 BEN \$2,522,658TOT	1.2876%

APPENDIX – A

Schools Included in the Hamilton County “Innovation Zone” (I-Zone):

Elementary School:

- Orchard Knob Elementary School
- Woodmore Elementary School

Possible Elementary Payouts:

- | | |
|--|-------------------|
| • Signing / Retention – TVAAS Level 4 / Level 5 | \$3,000 / \$5,000 |
| • Performance (3 rd -5 th Gr) – Top 20% in Growth (Rdg / Math / Sci) | \$1,000 |

Middle Schools

- Dalewood Middle School
- Orchard Knob Middle School

Possible Middle School Payouts:

- | | |
|--|-------------------|
| • Signing / Retention – TVAAS Level 4 / Level 5 | \$3,000 / \$5,000 |
| • Performance (6 th -8 th Gr) – Top 20% in Growth (Rdg / Math / Sci) | \$2,000 |
| • Science (Value-Added, single year) – Level 4 / Level 5 | \$2,500 / \$5,000 |

High Schools

- Brainerd High School

Possible High School Payouts:

- | | |
|---|-------------------|
| • Signing / Retention – TVAAS Level 4 / Level 5 | \$3,000 / \$5,000 |
| • Performance (Eng I, II, or III / Algebra I or II / Biology I) | \$2,000 |
| • Biology I (Value-Added, single year) – Level 4 / Level 5 | \$2,500 / \$5,000 |

Administrative Compensation

- | | |
|--|--------------------------------|
| • Elem / MS / HS Principal – Signing and Retention | \$12,000 / \$15,000 / \$20,000 |
| • Elem / MS / HS Asst. Principal – Signing and Retention | \$10,000 |

APPENDIX – B

Schools Included in the Hamilton County “Teacher Incentive Fund” (TIF) grant:

Elementary Schools

- Calvin Donaldson Elementary
- Clifton Hills Elementary
- East Lake Elementary
- East Side Elementary
- Hardy Elementary
- Hillcrest Elementary
- Orchard Knob Elementary
- Woodmore Elementary

Possible Elementary Payouts:

- School-Wide Value-Added Gains – Top 25% in Math and Reading \$500
- Fountas and Pinnell (K-1st Gr) – Level “D” or “J” \$2,500
- Local Gain Scores (2nd-3rd Gr) – Top 20%, Math AND Reading \$5,000
- Value-Added Gains (4th-5th Gr, Rdg & Math) – 4 or 5 in TVAAS \$1,250 / \$2,500
- Value-Added Gains (4th-5th Gr, Rdg OR Math) – 4 or 5 in TVAAS \$2,500 / \$5,000

Middle Schools

- Dalewood Middle School
- East Lake Academy
- Orchard Knob Middle School

Possible Middle School Payouts:

- School Award – “Success Rate” above 5th %-ile State-Wide \$500
- School Award – Student Attendance +2%-age Points from Previous Year \$100
- Departmental T-Cap – Receive an “A” in 1-year TVAAS (Rdg / Math Only) \$500
- Individual TVAAS – Level 4 or 5 (Rdg / Math Only) \$2,500 / \$5,000

High Schools

- Brainerd High School
- The Howard School

Possible High School Payouts:

- School Award – Graduation Rate Achieved \$500
- School Award – Student Attendance +2%-age Points from Previous Year \$100
- Department ACT – “A” on 1-year valued-added (Rdg / Math Only) \$500
- EOC Exams – Level 4 or 5 (English 1, 2, or 3 / Algebra I or II) \$2,500 / \$5,000

Administrative Compensation

- Principal – Achieve gain scores in the top 25% or higher \$10,000
- Assistant Principal – Achieve gain scores in the top 25% or higher \$5,000

APPENDIX – C

CLARIFICATIONS:

Additional Instructional Roles or Responsibilities

(Please see spreadsheet for matching numbered elements.)

#2. The school-based Technology Contact (TC) is a certified individual selected by the principal. This individual receives compensation at a rate of \$15 per certified employee assigned to the building. So, if there are 100 certified employees assigned to “School B,” the total yearly compensation for the TC in that building will be \$1,500 – or \$750 per semester.

#3. We have not placed a “cap” on the number of Professional Development (PD) hours for which any one teacher may receive pay in the form of a stipend. There are several PD offerings, however, that are content or grade-level-specific. Teachers would not be approved for attendance at workshops that were outside of their assigned area(s).

#5. The average daily rate of pay for a teacher in Hamilton County is approximately \$250 per day. The total amount received for an extended is approximated as follows:

a. Ten Additional Days	\$2,500
b. Twenty Additional Days	\$5,000
c. Forty Additional Days	\$10,000

#6. See #5, above.

APPENDIX – D

Years Experience *	Bachelors	Masters	Masters +45	Ed.S.	Ed.D./Ph.D.
0	36,044	39,105	40,125	41,145	44,205
1	36,044	40,125	41,145	42,165	45,225
2	36,044	41,145	42,165	43,185	46,245
3	37,064	42,165	43,185	44,205	47,266
4	38,084	43,185	44,205	45,225	48,286
5	39,105	44,205	45,225	46,245	49,306
6	40,125	45,225	46,245	47,266	50,326
7	41,145	46,245	47,266	48,286	51,346
8	42,165	47,266	48,286	49,306	52,366
9	43,185	48,286	49,306	50,326	53,386
10	44,205	49,306	50,326	51,346	54,406
11	45,225	50,326	51,346	52,366	55,427
12	46,245	51,346	52,366	53,386	56,447
13	47,266	52,366	53,386	54,406	57,467
14	48,286	53,386	54,406	55,427	58,487
15	49,646	54,746	55,767	56,787	59,847
16	49,646	54,746	55,767	56,787	59,847
17	50,666	55,767	56,787	57,807	60,867
18	50,666	55,767	56,787	57,807	60,867
19	51,686	56,787	57,807	58,827	61,887
20	51,686	56,787	57,807	58,827	61,887
21	51,686	56,787	57,807	58,827	61,887
22	51,686	56,787	57,807	58,827	61,887
23	51,686	56,787	57,807	58,827	61,887
24	51,686	56,787	57,807	58,827	61,887
25	53,046	58,147	59,167	60,187	63,247

* HCDE accepts up to 15 years of verifiable teaching experience from other school districts.

APPENDIX – E

Extra-Curricular Activity	High School	Middle School
Band Director – Marching	0.08%	N/A
Band Director – Performing	0.03%	0.03%
Baseball – Assistant Coach	0.05%	0.02%
Baseball – Head Coach	0.10%	0.03%
Basketball – Boys' Assistant Coach	0.08%	0.04%
Basketball – Boys' Head Coach	0.15%	0.09%
Basketball – Girls' Assistant Coach	0.08%	0.04%
Basketball – Girls' Head Coach	0.15%	0.09%
Bowling (Boys-Girls Combined)	0.03%	N/A
Cheerleader Sponsor	0.08%	0.04%
Choral Director	0.03%	N/A
Cross Country (Boys-Girls Combined)	0.03%	0.03%
Football – Assistant Coach	0.15%	0.07%
Football – Head Coach	0.20%	0.11%
Golf (Boys-Girls Combined)	0.03%	0.02%
Soccer – Boys' Assistant Coach	0.05%	0.03%
Soccer – Boys' Head Coach	0.10%	0.04%
Soccer – Girls' Assistant Coach	0.05%	0.03%
Soccer – Girls' Head Coach	0.10%	0.04%
Softball – Assistant Coach	0.05%	0.02%
Softball – Head Coach	0.10%	0.03%
Tennis (Boys-Girls Combined)	0.03%	0.03%
Track – Boys' Assistant Coach	0.05%	0.02%
Track – Boys' Head Coach	0.10%	0.04%
Track – Girls' Assistant Coach	0.05%	0.02%
Track – Girls' Head Coach	0.10%	0.04%
Volleyball – Assistant Coach	0.05%	0.02%
Volleyball – Head Coach	0.10%	0.04%
Wrestling – Assistant Coach	0.05%	0.03%
Wrestling – Head Coach	0.10%	0.04%